

**CITY OF ILWACO
ORDINANCE NO. 778**

AN ORDINANCE ESTABLISHING THE 2011 PAY TABLE FOR THE CITY OF ILWACO EMPLOYEE SALARIES.

WHEREAS, the City of Ilwaco is committed to a policy of paying employees based upon a comparison with comparable positions in other jurisdictions; and

WHEREAS, the City of Ilwaco must be financially responsible in implementing compensation plan changes; and

WHEREAS, education, certifications and special abilities are important for the City; and

WHEREAS, the City Council has decided to retain the same pay structure in effect for 2009 and 2010;

NOW, THEREFORE, THE CITY COUNCIL OF THE CITY OF ILWACO, WASHINGTON, DOES ORDAIN AS FOLLOWS:


Section 1. The City Council of the City of Ilwaco does adopt the 2011 Pay Table attached as Exhibit A.

Section 2. Effective Date. This Ordinance takes effect and is in full force five (5) days after its passage, approval and publication of an approved summary of the title as provided by law.

PASSED BY THE CITY COUNCIL OF THE CITY OF ILWACO, AND SIGNED IN AUTHENTICATION OF ITS PASSAGE THIS 13TH DAY OF DECEMBER, 2010.


Mike Cassinelli, Mayor

ATTEST:


Elaine McMillan, Treasurer

VOTE	Jensen	Chin	Marshall	Greene	Forner	Cassinelli
Ayes	X	X	X	X	X	X
Nays						
Abstentions						
Absent						

PUBLISHED: December 22, 2010

EFFECTIVE: December 27, 2010

CITY OF ILWACO
ORDINANCE NO. 778 EXHBIT A

2011 PAY TABLE (Effective January 1, 2011)

2011 City of Ilwaco
Exempt Employee Annual Salary Scale

Step	1	2	3	4	5	6	7	8	9	10
Grade	Years to Step	1	1	1	2	2	2	3	3	3
3	21857	22586	23314	24043	24772	25501	26230	26959	27687	28416
4	24535	25353	26171	26989	27807	28625	29443	30261	31079	31897
5	27451	28366	29282	30197	31113	32029	32944	33860	34775	35691
6	30600	31620	32641	33661	34682	35702	36723	37744	38764	39785
7	34004	35137	36270	37403	38536	39669	40802	41935	43068	44201
8	37658	38913	40168	41423	42678	43933	45188	46443	47698	48953
9	41594	42980	44367	45753	47140	48527	49913	51300	52686	54073
10	45804	47331	48858	50384	51911	53438	54964	56491	58017	59544

2011 City of Ilwaco
Non-Exempt/Hourly Employee Hourly Rate of Pay Scale

Step	1	2	3	4	5	6	7	8	9	10
Grade	Years to Step	1	1	1	2	2	2	3	3	3
3	10.51	10.86	11.21	11.56	11.91	12.26	12.61	12.96	13.31	13.66
4	11.80	12.19	12.58	12.98	13.37	13.76	14.16	14.55	14.94	15.34
5	13.20	13.64	14.08	14.52	14.96	15.40	15.84	16.28	16.72	17.16
6	14.71	15.20	15.69	16.18	16.67	17.16	17.66	18.15	18.64	19.13
7	16.35	16.89	17.44	17.98	18.53	19.07	19.62	20.16	20.71	21.25
8	18.10	18.71	19.31	19.91	20.52	21.12	21.72	22.33	22.93	23.54
9	20.00	20.66	21.33	22.00	22.66	23.33	24.00	24.66	25.33	26.00
10	22.02	22.76	23.49	24.22	24.96	25.69	26.43	27.16	27.89	28.63